



How Technology is Making it Easier than Ever for People with Disabilities to Have Fulfilling Careers

People with disabilities have long been underrepresented in the workforce. In recent years, that's starting to change. After decades of rising unemployment rates among people with disabilities, Brookings notes that in 2018, [four in 10](#) working-age adults with a disability were employed. Technology is one big reason for the rising employment rates among people with disabilities. As technology changes the ways we learn and work, it's becoming possible for people with disabilities to access the same opportunities as their non-disabled peers.

These are technologies that make it easier for people with disabilities to find fulfilling careers.

Online degree programs and e-learning

People with disabilities have a better shot at finding work when they have a college degree. While only three in ten of those with a high school diploma or less are employed, nearly 60% of people who have a disability and a two- or four-year college degree have found work.

Attending classes on college campuses presents a challenge for people with disabilities. Luckily, an increasing number of [accredited universities](#) are expanding

their online course offerings and many allow students to obtain a degree 100 percent online. People looking to advance their careers through professional development have options, too. Online master's degree programs, [coding schools](#), [free online courses](#), and industry webinars make it possible to learn the skills needed for that next promotion at a pace and location that's convenient.

Remote hiring and employment

People with disabilities have long sought jobs they can do from home, where the environment is already adapted to their needs. Thankfully, while convincing bosses to permit telework was once a struggle, now it's becoming commonplace. Increasingly, workers don't even have to go into the office to get hired: between staffing firms, applicant [screening software](#), and [video interviews](#), it's possible to complete the hiring process without ever leaving the house.

What's more, it's increasingly simple to find remote work in a number of different fields thanks to online job boards such as [Upwork](#), which easily connects contract workers with employers. Additionally, many of these job boards have apps that you can download to your smartphone or tablet, allowing you to keep up with postings from anywhere.

Coordinating with a distributed team does require near-constant communication, but technology helps here too. [Apps](#) that are popular with remote teams, such as Slack and Zoom, are compatible with both computers and smartphones. This allows employees to stay in communication whether they're working at a desk or on the go.

Online home-based businesses

Even as remote work becomes commonplace, it can be challenging to land a fully-remote job. That's because when workers apply for remote positions, they're not just competing with local people. Remote work makes it possible for companies to hire employees from around the country or globe, making remote positions far more competitive.

Thankfully, there's another option for working from home: starting a business. As the Penny Hoarder explains, home-based businesses exist in a diverse range of [industries](#), from virtual administrative and accounting businesses to people running online stores entirely from their home. While home-based businesses work best for tech-focused jobs that don't require regular in-person meetings, depending on [zoning laws](#), it may be possible to run a service-driven business like a daycare or tailoring service out of a home.

There's no denying that barriers to employment continue to exist for people with disabilities. However, technology has opened up new opportunities for people with disabilities to find careers that don't just pay the bills but deliver personal and professional satisfaction. As people with disabilities become a larger segment of the workforce, we hope to see new changes that make a fulfilling career possible for everyone.

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